



Minnesota Dual-Training Pipeline
Health Care Services Industry Forum
February 9, 2022

Agenda

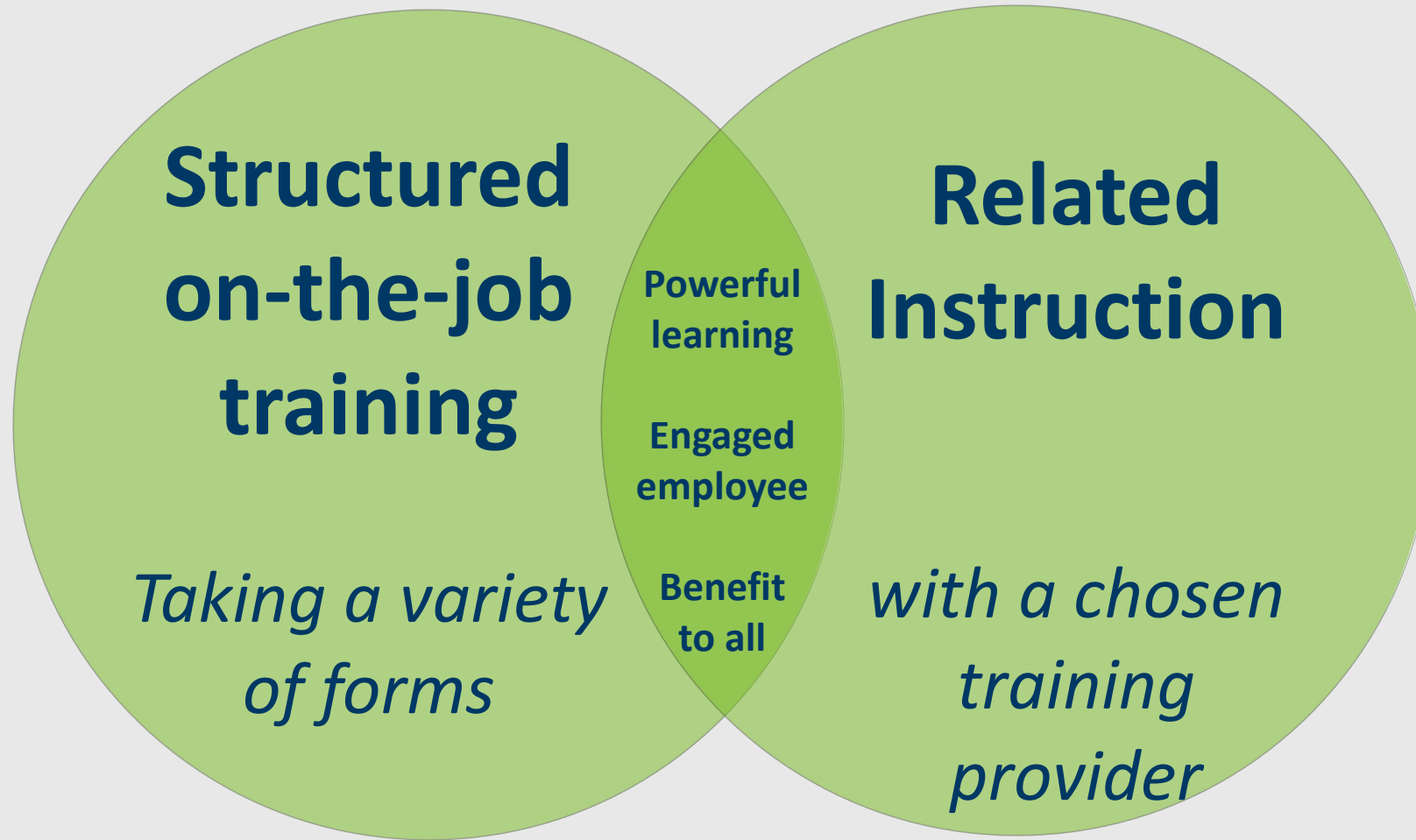
- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Review / share of new occupations
- Youth Skills Training presentation
- Dual Training Grant update
- Next Steps and Wrap-Up

What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, health care services and information technology**
- Private Investment, Public Education, Labor and Industry Experience

Employment-Based Training



Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the four key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

Health Care Services Occupations

- Addiction Specialist
- Certified Nursing Assistant
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Electronic Health Records Specialist
- EMT to Paramedic
- Health Support Specialist
- ICU Nurse
- Licensed Practical Nurse
- Health Support Specialist
- Licensed Practical Nurse
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Technician
- Ophthalmic Technician
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Phlebotomist
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Senior Living Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse

New or Updated Information Technology Occupations

- Application Developer
- Business Intelligence Developer/Architect
- Cloud Architect
- Computer User Support Specialist
- Data Science/AI Machine Learning Specialist
- Database Administrator
- Information Security Analyst/Specialist
- IT Project Planner/Manager
- Network Engineer
- Software Engineer/Developer
- Testing and Quality Assurance Analyst
- Web Developer – Back End
- Web Developer – Front End

Train the Trainer

- This winter, 20 companies participated in our train the trainer opportunity to get new skills to enhance their on-the-job-training efforts at their companies.
- Train the Trainer participants joined in by doing organizational assessments, cohort workshops, individualized team consultations and, based on this work – the companies created action plans to help them advance in their training efforts.
- Special thanks to Bellwether Consulting for leading our Train the Trainer work.

Speaker Series XIV Update



- **“How do we recruit and retain a diverse workforce? The importance of disability inclusion in increasing productivity”** with Richard Pimentel
- Held on December 14, 2021
- Over 100 attendees joined

Speaker Series XV on March 15, 2022



- Dawn Beck will be our keynote for a session titled:
**“How to Build Effective Teams –
The Three Things Leaders Need to Know”**
- Tuesday, March 15, 2022 from 9am-10am
- Sign up to attend at: <https://www.eventbrite.com/e/pipeline-how-to-build-effective-teams-three-things-leaders-need-to-know-tickets-262097198777>

Got ideas for future speaker series topics?
Let us know at Pipeline.Program@state.mn.us

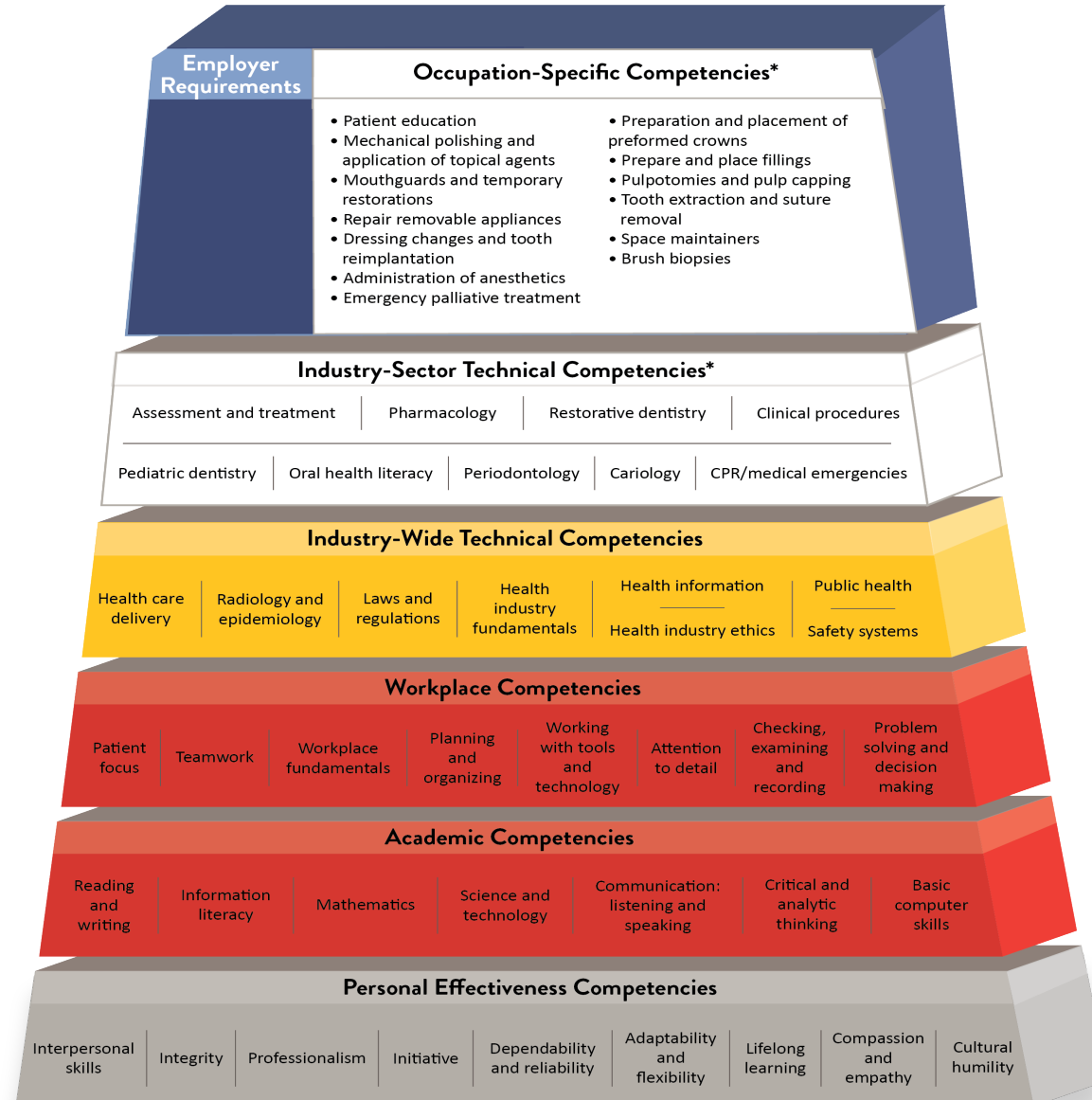
New Minnesota Dual-Training Pipeline Healthcare Occupations

- Dental Therapist
- Emergency Room Nurse
- Medical Laboratory Scientist
- Physical Therapy Assistant
- Positive Support Analyst
- Positive Support Specialist

Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Dental Therapist



DRAFT Health Care OCCUPATION: Dental Therapist

Please send any comments/
suggested edits to
kathleen.gordon@state.mn.us by
February 15, 2022.

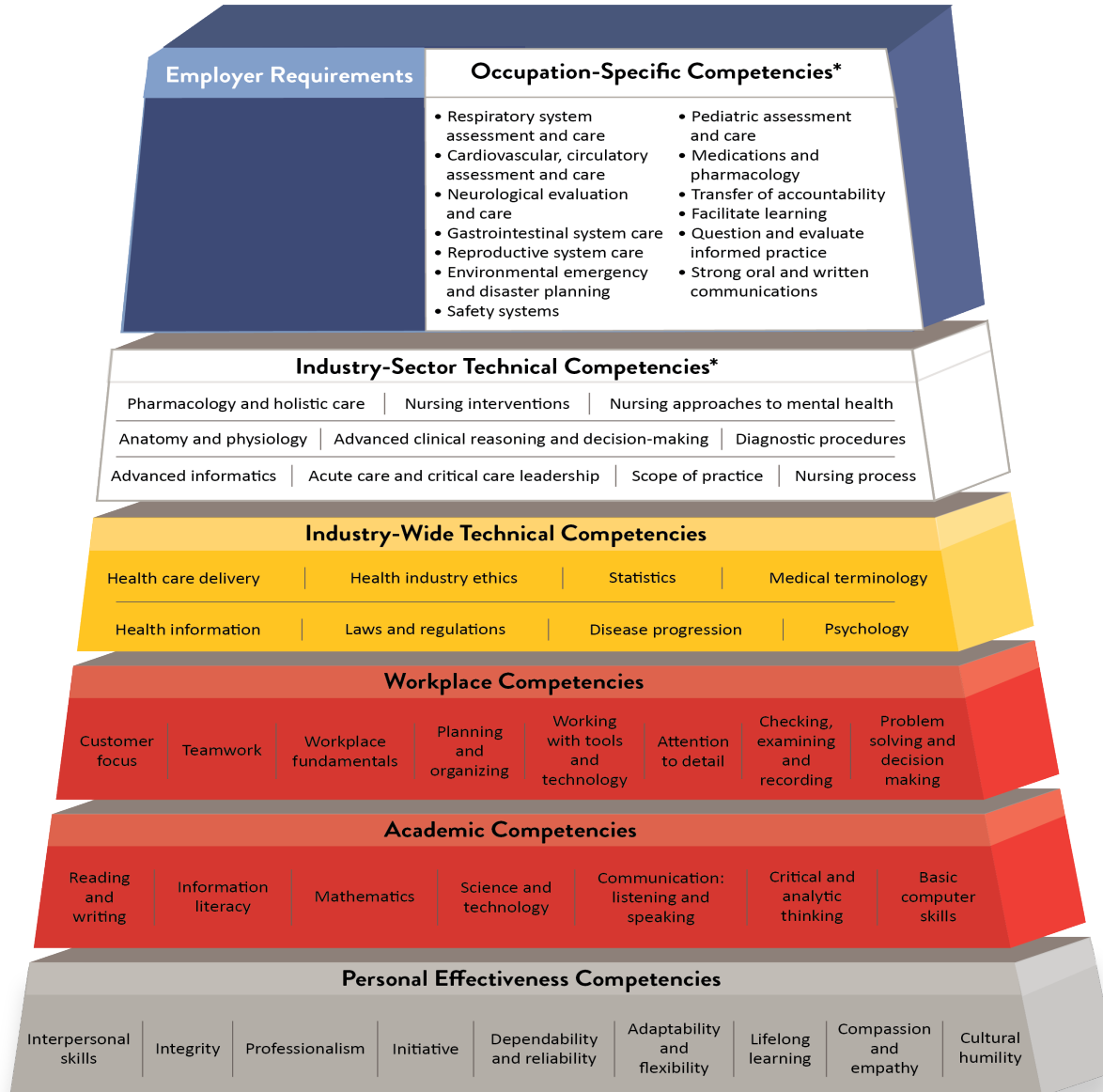
Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Emergency Room Nurse



DRAFT Health Care OCCUPATION: Emergency Room Nurse

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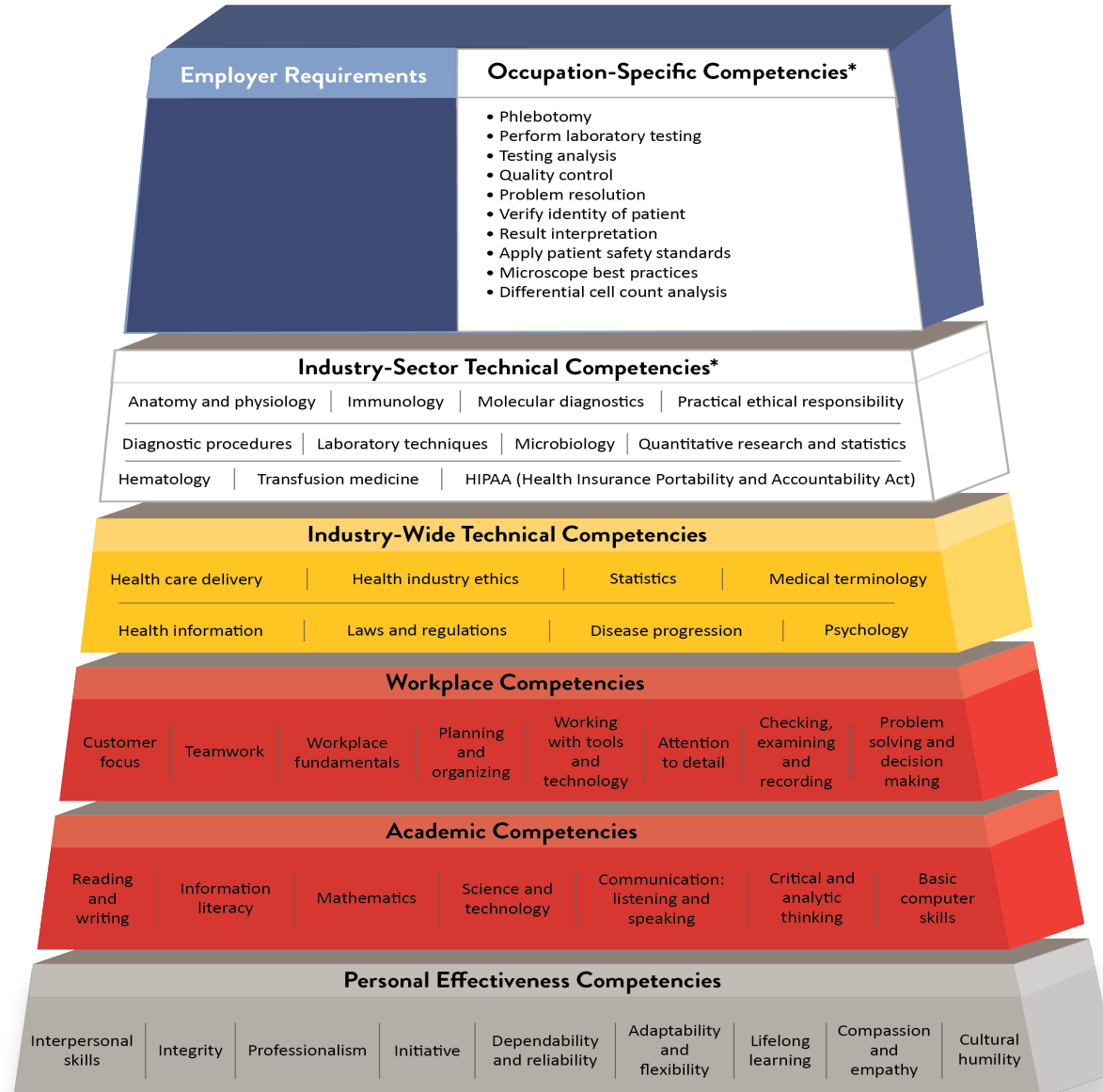
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Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Medical Laboratory Scientist



DRAFT Health Care OCCUPATION: Medical Laboratory Scientist

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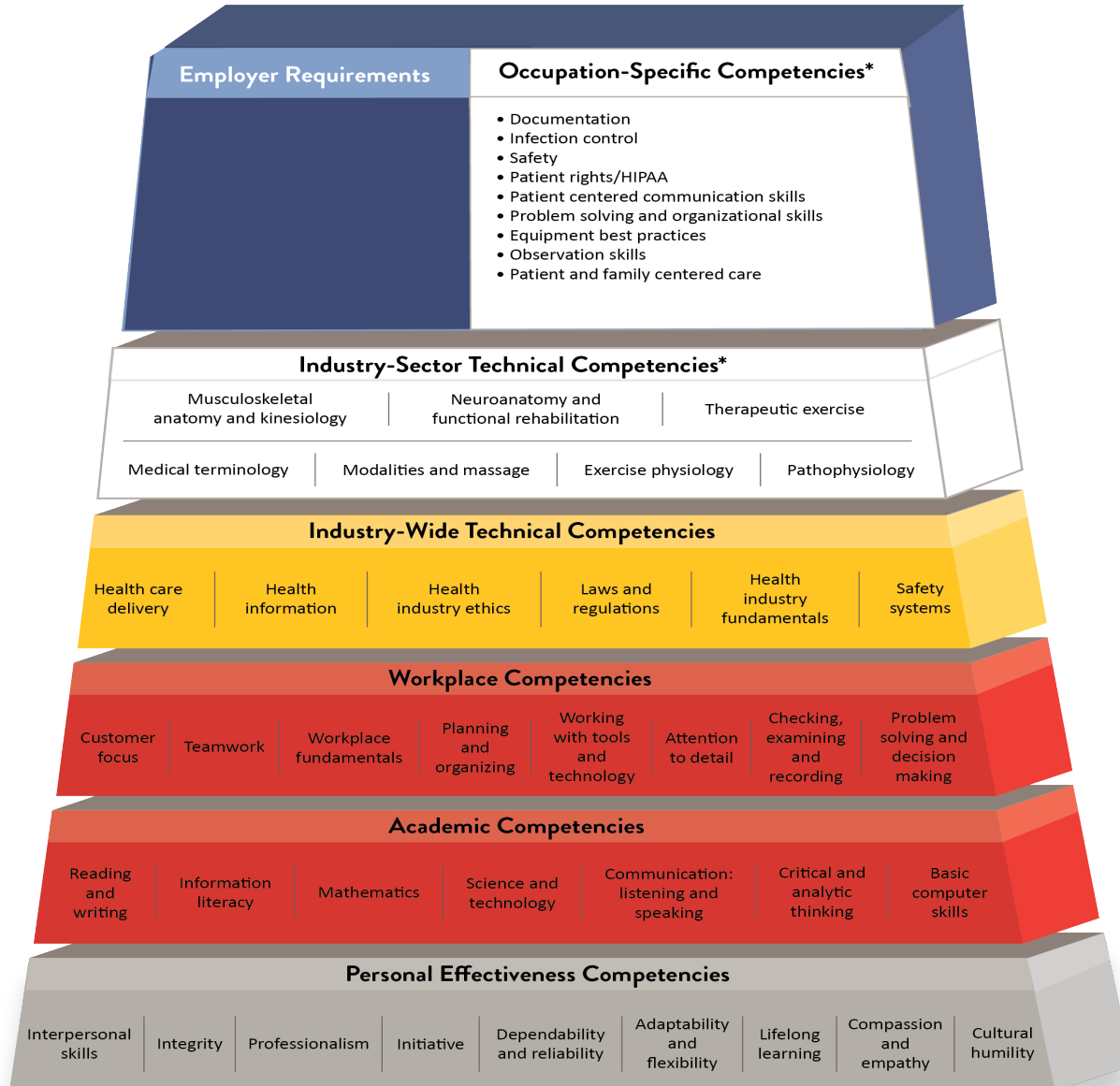
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Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Physical Therapy Assistant



DRAFT Health Care OCCUPATION:
Physical Therapy Assistant

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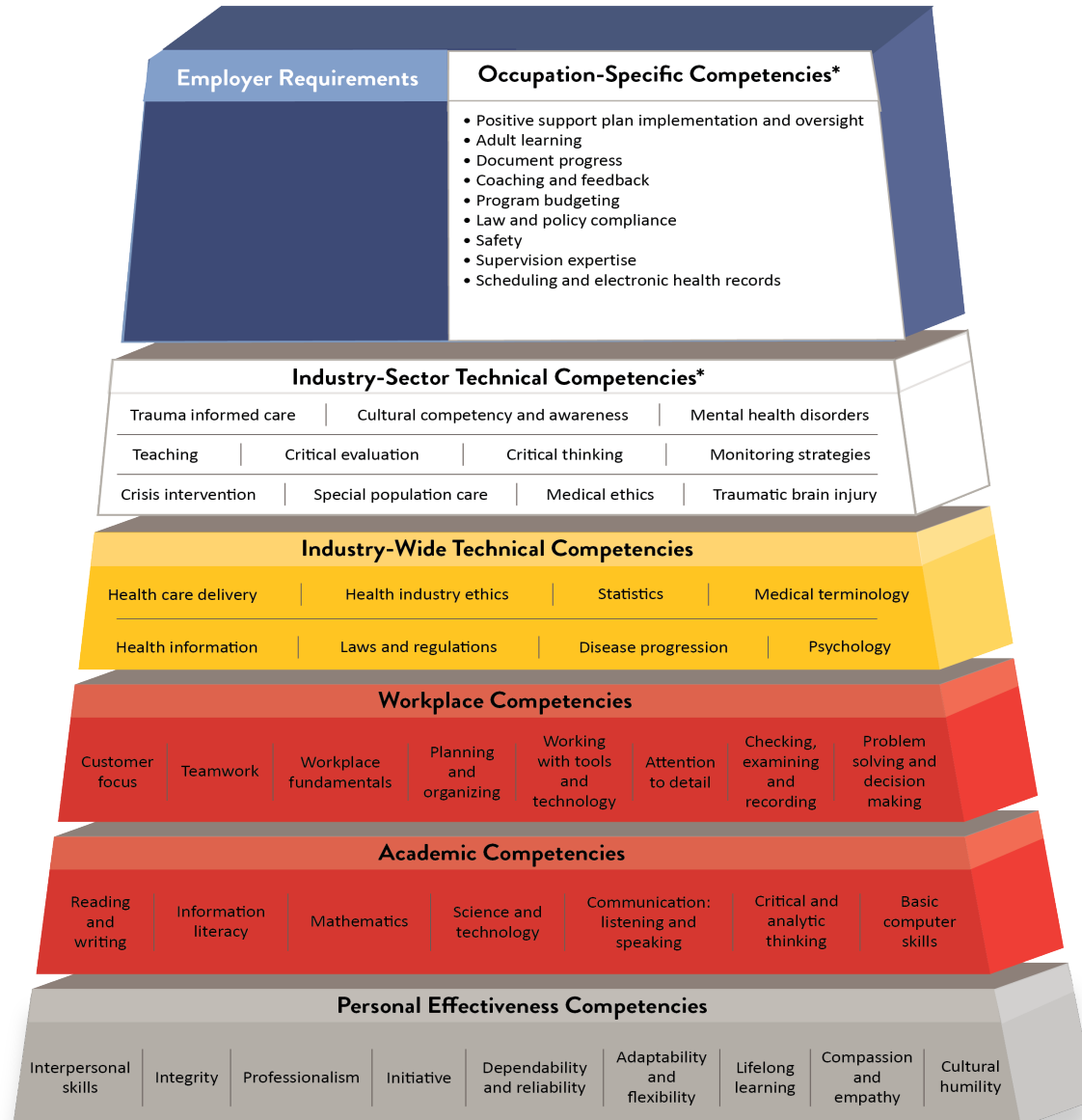
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Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Positive Support Analyst



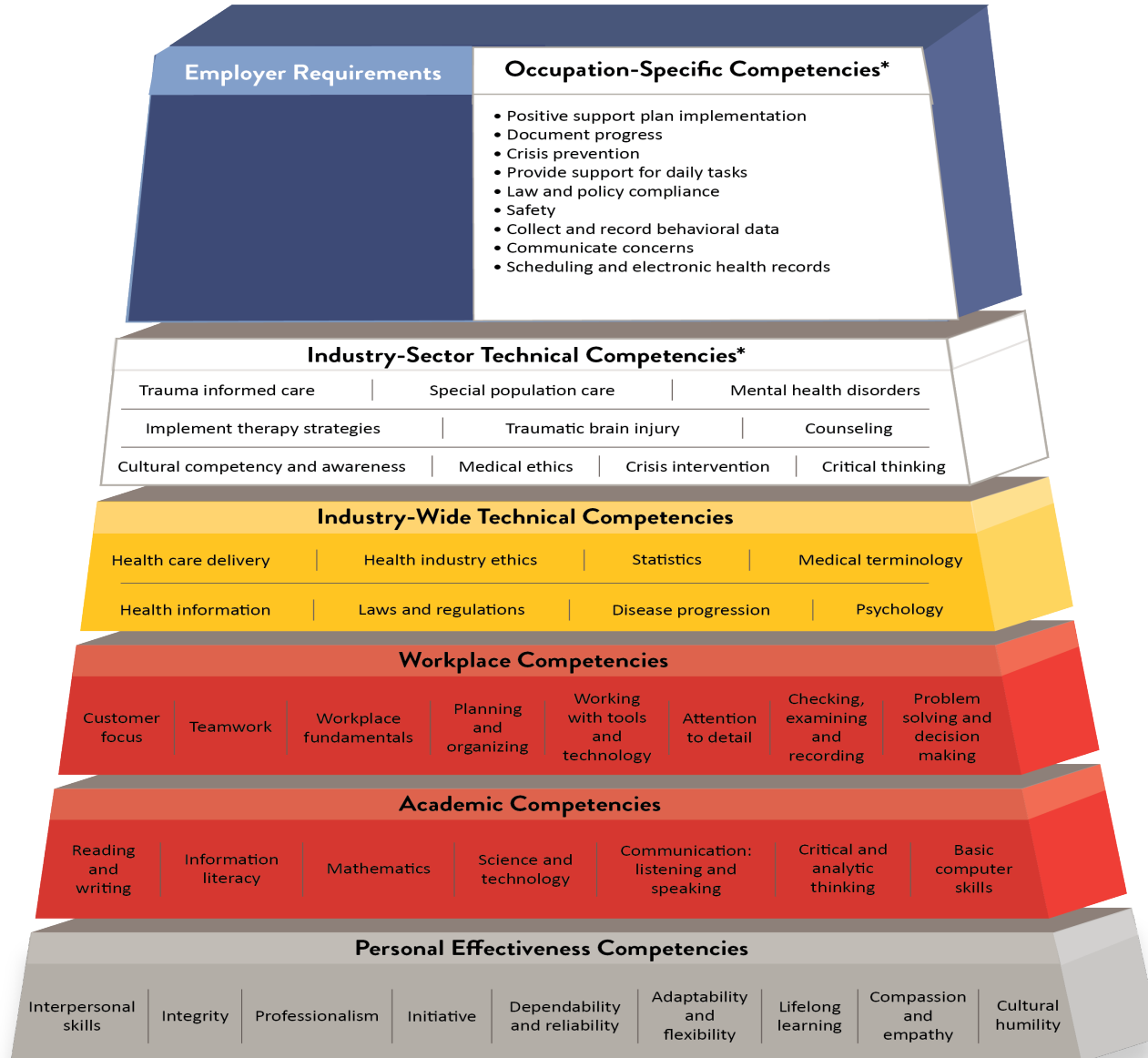
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**Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Positive Support Specialist**



**DRAFT Health Care OCCUPATION:
Positive Support Specialist**

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Youth Skills Training

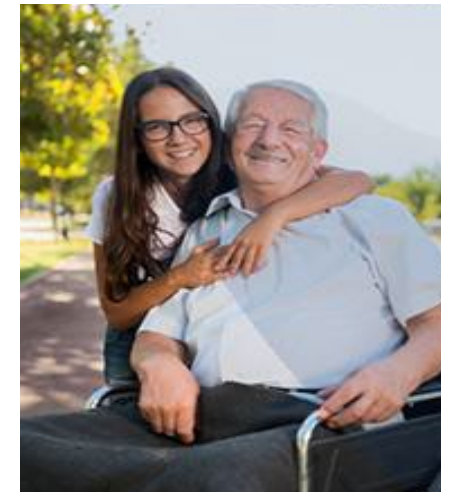
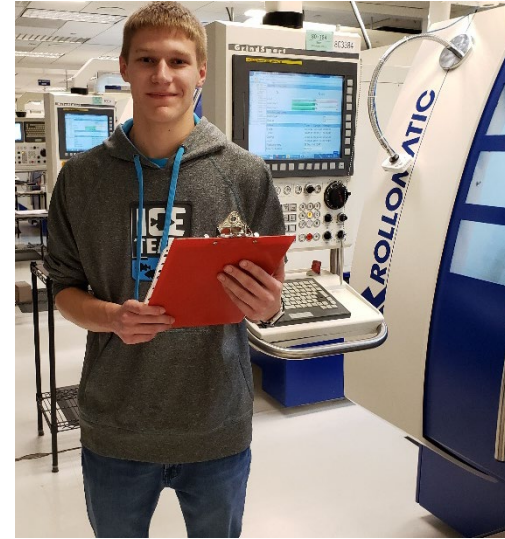
Minnesota Dual-Training Pipeline Industry Forum

What is the Youth Skills Training (YST) Program?

- Supporting partnerships between industry and education
- Creating opportunities for students to learn about industries
- Providing industry related classes and safety training
- Establishing safe, healthy and meaningful paid work experiences
- Developing a pathway for future talent

Current YST eligible industries:

- ✓ **Advanced Manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health Care**
- ✓ **Information Technology**



Decline in Labor Force Participation:

- Demand for workers has never been higher
- State's labor force remains below pre pandemic level
- Wave of workers reaching retirement age
- Not enough high-skilled workers
- Impact on Minnesota's job rebound pace

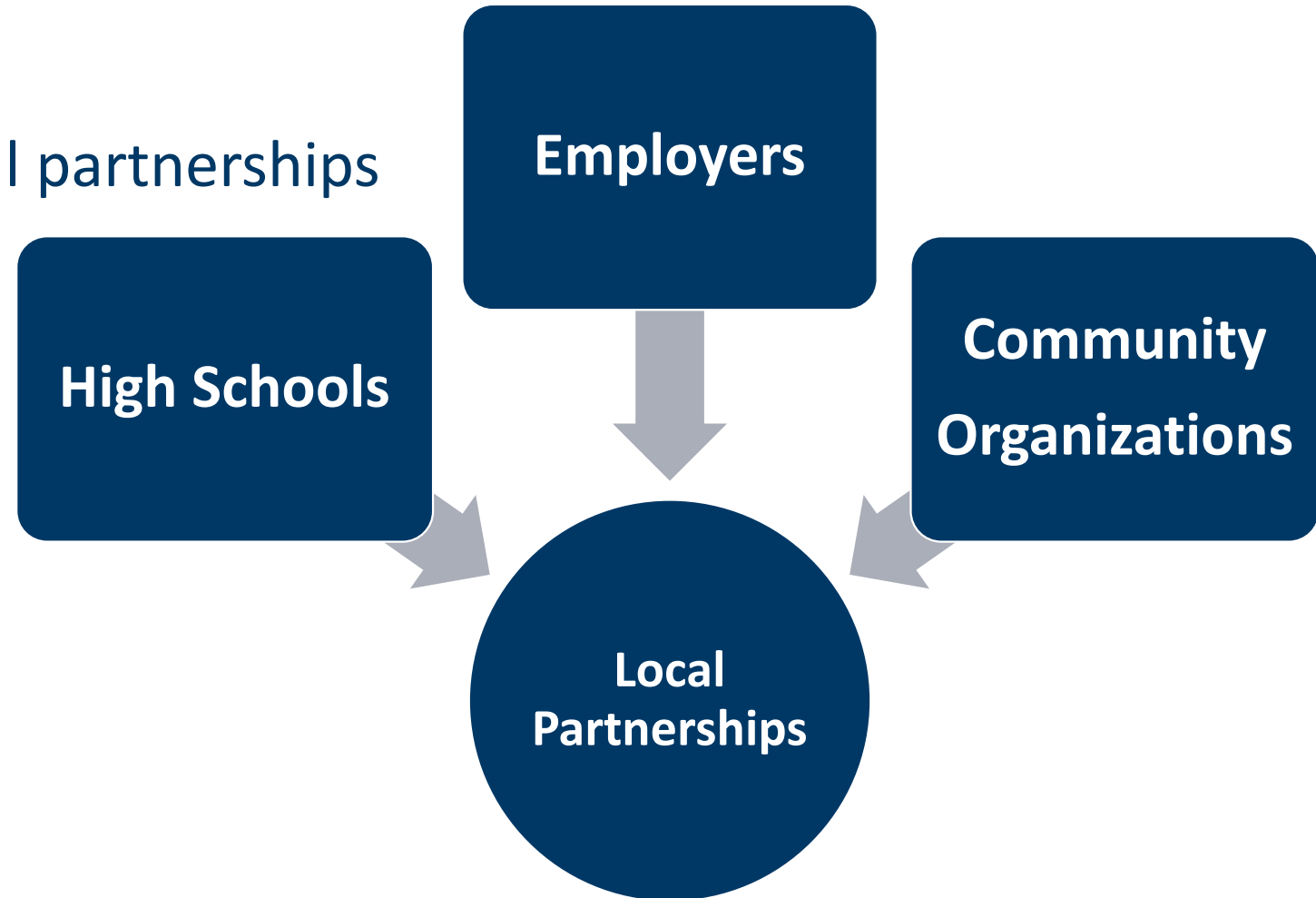
YST Program Creates:

- Education/Employer partnerships
- Positive industry exposure opportunities
- Direct access to students interested in your industry
- Chance to train and retain youth (future workforce)

GOALS:

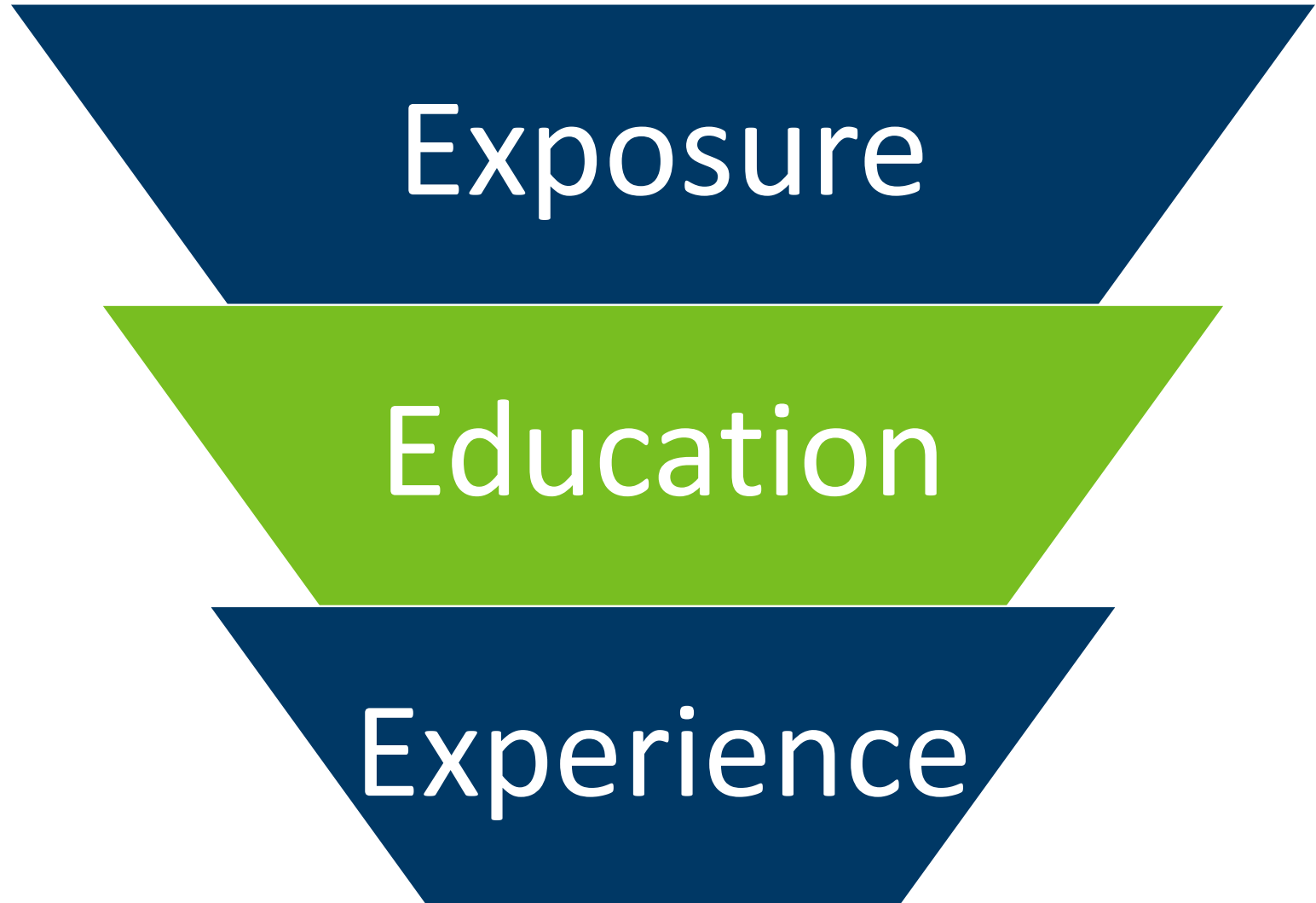
1. Support the creation of local partnerships

High Schools
Employers
Chambers of Commerce
Workforce Groups
Nonprofit organization
Postsecondary institutions



GOALS:

2. introduce students to careers in high-growth, high-demand industries
3. prepare students for successful careers
4. address the shortage of skilled employees



Learn & Earn Model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites



YST program requirements:

1. Industry exposure opportunities for students of all ages
2. Industry related classroom instruction for HS credit
3. Industry recognized credentials/certifications
4. Paid work experience for students over 16 years of age
5. At least 80% of students graduate when eligible
6. At least 60% of students receive an industry credential



By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries otherwise prohibited by child-labor laws.

YST Programs can be approved with or without YST grant funding

Step 1: Employer submits	<ul style="list-style-type: none">- Proof of Workers' Compensation- Equipment & tool review (Form 1)
Step 2: School submits	<ul style="list-style-type: none">- Class syllabus from industry related class(es) for high school credit

Step 3: Safety Meeting	- Review all information submitted with YST staff and a safety consultant
Step 4: YST staff/employer	- YST statute, final review and signature
Step 5: All parties	- Parent, student, school, employer Complete and sign training agreement

Safe, healthy and meaningful paid work experiences

A YST safety meeting is not:

- The YST safety meeting is not an OSHA inspection
- The YST safety meeting does not result in citations or fines
- The YST safety meeting will not trigger an OSHA inspection
- The YST safety meeting is not entered into a data base or recorded for any purpose other than YST program approval

YST Program Grant Funding:

- Total of \$1,000,000 in grant funding awarded each year
- Grants up to \$100,000 awarded to local partnerships
- Two-year grant period
- To date, 38 YST grants have been awarded throughout the state
- Next YST grant opportunity in early 2023

YST Grantees (partner school districts highlighted in black)

Red Wing Ignite

Hutchinson*

TwinWest

White Bear Lake*

Winona*

Elk River*

Forest Lake*

Vadnais Heights Economic
Development (VHEDC)

SW MN Private Industry Council

Intermediate District #287*

Bloomington

Ramsey County Workforce*

Genesys Works

Spark-Y

Faribault

Bemidji*

Burnsville

Detroit Lakes*

Goodwill Industries

Lakeville*

Monticello

North Branch

Princeton

SW Metro District #288*

Hibbing

Boys & Girls Club of Central MN*

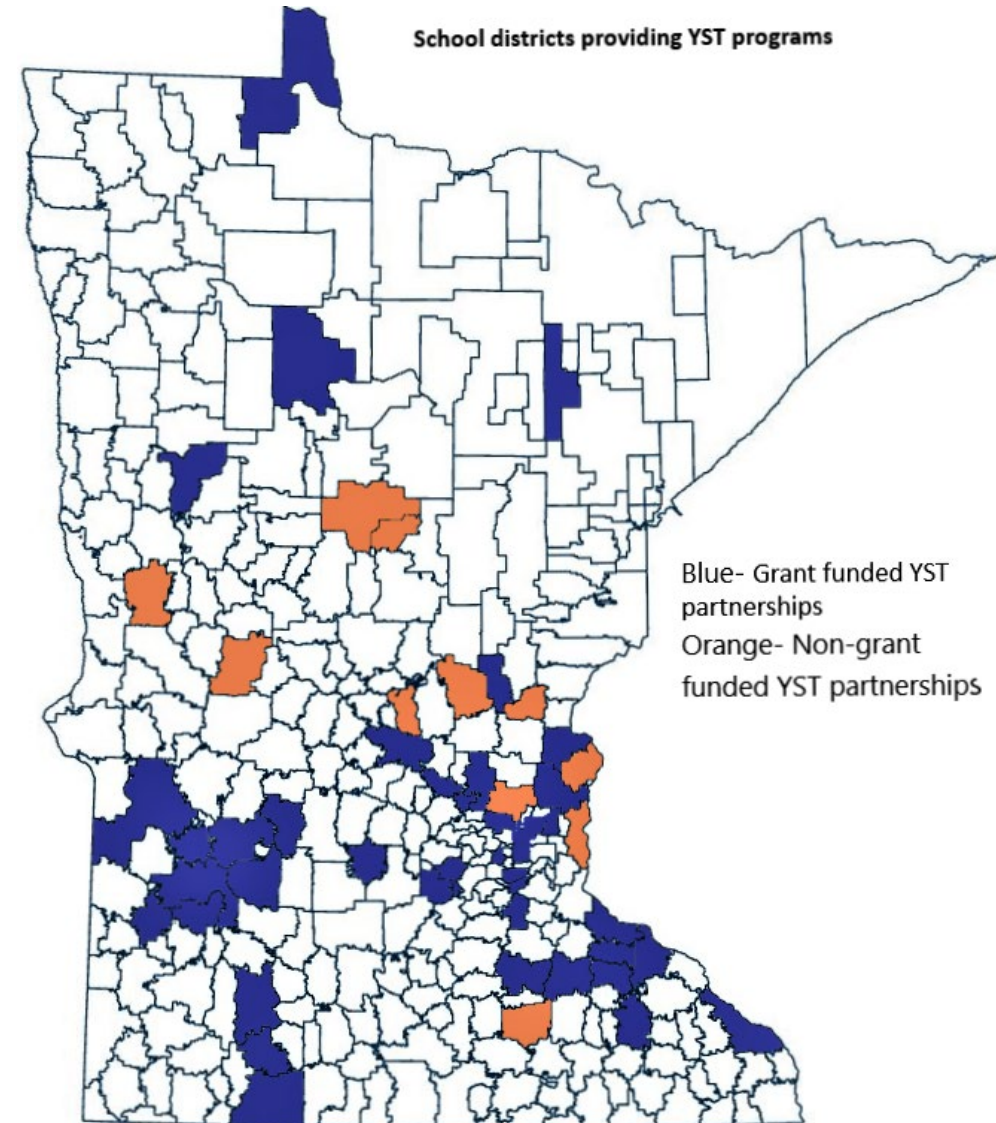
Southeast Service Cooperative*

American Nursing & Technical*

Marvin

ISD # 112 Eastern Carver County

***CNA Pathways**



Since start of program in 2017:

- **28,746** students provided with industry exposure
- **19,144** students have completed industry related classes
- **953** students have earned an industry related credential
- **437** students have participated in a paid work experience

How can employers get involved?

- Connect with schools
- Offer input on curriculum and training provided to students
- Serve on industry council at schools in your area
- Create a safe and meaningful paid work experiences for students
- Provide a work-site mentor and supervisor
- Train staff on program and how to work with students
- Educate students about opportunities in your industry and how to succeed

Employer Benefits:

- Create lasting partnerships with local schools
- Increase student skills, knowledge and awareness of high growth/high demand, living wage careers
- Provide leadership/training opportunities to staff
- Benefit from a new energy and focus on training future talent
- Partner in shaping curriculum to address current trends/needs
- Reach younger students to help fill needs and skills gap

Partnership Opportunities:

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for Teachers and Staff
- Mentoring program
- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open House
- Monetary donations for (marketing, field trips, equipment etc.)

Examples of successful YST programs:

[Forest Lake Career Launch Video](#)

[Elk River Manufacturing Video](#)

[WBL Career Pathways Video](#)

[WBL Career Pathways Website](#)

[Gen Z Connections Video](#)

Main child labor page:

<http://www.dli.mn.gov/business/employment-practices/child-labor-laws>

Teen workers:

<http://www.dli.mn.gov/business/employment-practices/teen-workers>

PDF geared toward minors:

<http://www.dli.mn.gov/sites/default/files/pdf/youthrules.pdf>

Prohibited employment under 16:

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-16>

Prohibited Employment under 18:

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-18>



Rich Wessels
Project Manager
651-284-5184
Rich.Wessels@state.mn.us



Alana McDevitt
Program Specialist
651-284-5341
[Alana McDevitt@state.mn.us](mailto:Alana.McDevitt@state.mn.us)

Dual Training Grant

2022 Dual Training Competency Grant Annual Report

<https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>

- The number of Identified dual trainees in financial aid eligible programs increased by 72% from Round 9 to Round 10.
- After 12 months of a dual-training program, Reported dual trainees had average wages of \$25.46 per hour. This is \$6.61 above the livable wage goal (\$18.85) of Minnesota Dual-Training Pipeline.
- Dual trainees who identified with a race or ethnicity category Other Than White increased by 41% from last year.
 - Hispanic or Latino increased by 55%
 - Asian increased by 48%
 - 50% in AM, 42% in HC, 8% in AG & IT

2022 Dual Training Competency Grant Annual Report

Thank You to all the grantees who contributed letters of support:

- CentraCare Health System – Health Care Services
- Community Dental Care – Health Care Services
- Goodwill-Easter Seals Minnesota – Information Technology
- Post Consumer Brands – Advanced Manufacturing
- rms Company – Advanced Manufacturing

2022 Dual Training Grant Request for Application

- Application Open: March 8th
 - Application Writing Workshops: <https://www.ohe.state.mn.us/mPg.cfm?pageID=2427>
 - March 10th from 1:00 to 3:00pm
 - March 23rd from 10:00am to Noon
- Application Deadline: April 12th
- Award Notices: May 20th

2022 Dual Training Grant Request for Application

- \$2,500,000 available in grant awards
 - Up to \$150,000/year per grantee
 - Up to \$6,000/year per dual trainee
- Grant reimburses grantee for related instruction tuition, fees, required books/materials
- Grantees with annual gross revenue exceeding \$25 million in the previous calendar year are required to contribute 25% to related instruction costs

Dual Training Grant Contact Information

Jacquelynn Mol Sletten

Financial Aid Administrator

Minnesota Office of Higher Education

1450 Energy Park Drive, Suite 350

St. Paul, MN 55108

Jacquelynn.mol.Sletten@state.mn.us

O: 651-355-0609

Minnesota Future Together Grants

Future Together Grant

<http://www.ohe.state.mn.us/sPages/FTG.cfm>

Starting this spring 2022 term, the Minnesota Office of Higher Education has launched a new **tuition-free pathway** for eligible students to earn a certificate, diploma, associate's degree, or bachelor's degree at any public institution in the state. This is a financial aid program in which students do need to complete either the [FAFSA](#) or [Minnesota Dream Act](#) application.

Question? Contact the financial aid office at the college.

Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**

Tuesday, February 15th from 9 to 10 a.m.

- **Dual Training Grant Writing Workshop(s)**

Thursday, March 10th from 1 to 3 p.m.

Wednesday, March 23rd from 10 a.m. to Noon

- **Speaker Series with Dawn Beck: How to Build Effective Teams – The Three Things Leaders Need to Know**

Tuesday, March 15th from 9 to 10 a.m.

- **Next Pipeline All-Industry Forum**

Wednesday, June 22, 2022

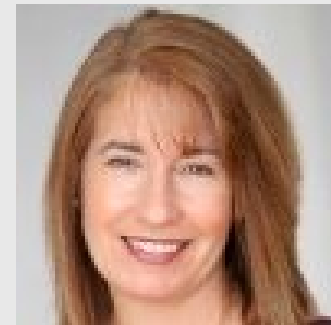
Thank You!



Annie Welch,
Projects and Planning
Director
651-284-5353
annie.welch@state.mn.us



Dan Solomon,
Program Manager
651-284-5355
dan.solomon@state.mn.us



Kathleen Gordon,
Program Consultant
651-284-5388
kathleen.gordon@state.mn.us



Alana McDevitt,
Program Specialist
651-284-5341
alana.mcdevitt@state.mn.us